

# **Carbon Reduction Plan for WorkL**

**September 2022**

**Financial Year End [31/03/2023]**

# Carbon Emission Scopes.

## Baseline Emissions

Our baseline emissions were measured, and recorded, by Positive Planet in accordance with GHG Protocols for scopes 1,2 & 3. The inventory includes all measurable Scope 1 & 2 emissions and the following Scope 3 emissions:

Scope 3 Emissions			
Scope	Inc?	Scope	Inc?
Purchased Goods & Services		Distribution (downstream)	
Capital Goods		Processing of Sold Products	
Fuel & Energy Activities	X	Use of Sold Products	
Distribution (upstream)		End-Of-Life Sold Products	
Operational Waste	X	Leased Assets (downstream)	
Business Travel	X	Franchises	
Employee Commuting	X	Investments	
Leased Assets (upstream)			

# Carbon Emission Measurement.

## Emissions

Emissions for both our base year and current year can be found below, broken out by Scope.

	Base Year 2021 - 2022	Current Year 2021 - 2022
Scope	Emissions	Emissions
Scope 1	0.000 tCO <sub>2</sub> e*	0.000 tCO <sub>2</sub> e*
Scope 2	1.043 tCO <sub>2</sub> e	1.043 tCO <sub>2</sub> e
Scope 3	27.943 tCO <sub>2</sub> e**	27.943 tCO <sub>2</sub> e**
<b>Total Emissions</b>	<b>28.986 tCO<sub>2</sub>e</b>	<b>28.986 tCO<sub>2</sub>e</b>

\* During the measurement period of (Apr 21 – Mar 22), WorkL did not conduct business from a business premises, therefore, emissions data from Scope 1 directly was not applicable.

\*\*As a service based business, there is no applicable data available during this period for Upstream or Downstream distribution and Transportation.

Measurement periods that include 2020 – 2022 will be impacted by COVID-19. This will be seen as a temporarily reduced emission and not something the business is able to continue, as a trend, or repeat.

Carbon Intensity per employee **0.725 tCO<sub>2</sub>e** over period 01/04/2021 – 31/03/2022 based on 40 employees.

# Carbon Reduction Targets.

## Commitment to achieving Net Zero

**WorkL are committed to achieving Net Zero by 2035 at the latest.**

There are no existing carbon emission reduction targets on which to report any progress currently.

In order to progress towards Net Zero, we have initially set carbon reduction targets to 2025. During this time, we will set our targets for the remaining period to ensure we reach Net Zero by 2035.

## Carbon Reduction Initiatives

The following environmental management measures and initiatives have already been, or are soon to be, implemented.

- Appoint Positive Planet as our sustainability partner.
- Started B-Corp journey
- Implemented and encouraged to be a paperless organisation.
- Encourage all employees to consider alternative options before agreeing to meeting in person: video/audio conferencing
- Cycle to work scheme
- Provided recycling facilities on site
- Flexible working arrangements: working from the office maximum 3 days/week

# Carbon Reduction Plans.

## Carbon Reduction Plans

We plan to implement further measures which will continue to drive down emissions. We are considering several initiatives and those listed below are some examples of areas we are discussing and the potential impact they may have on our emissions.

Reduction Plan			
Activity	Target Date	% tCO2e Reduction	Scope
Internal Training for core team members - Certified Carbon Literacy Training to empower workforce and their behaviours.	2022	10% (Employee Intensity)	Scope 1, 2 & 3
Waste behaviour campaign Consistent messaging guidance in and around office space & kitchen area (e.g recycling, switch off computers, zero waste – colour co-ordination and colour coding bins to	2022	0.24%	Scope 3

encourage behaviour changes			
Implement environmentally driven and holistic travel plans for commuting and business travel. Reducing travel where possible is encouraged and choosing active or low carbon travel is preferential.	2023	30%	Scope 3
Re-purpose (recycling or donating) old equipment where possible.	2023		Scope 3
Implement initiatives to support WFH employees to gain access to Smart Metres and A rated white goods	2022		Scope 3
Supplier procurement survey to understand the data in more detail	2023		Scope 3
Reduce procurement where possible and implement a procurement policy which aligns with low emissions guidelines and best practice	2025		Scope 3

Taking into account the plans and initiatives that have already been implemented, and those currently being discussed and considered, we remain on track to achieve Net Zero by 2035.

# Declaration And Sign Off.

**This Carbon Reduction Plan has been completed, with the help of Positive Planet, in accordance with PPN 06/21 and associated guidance and reporting standards for Carbon Reduction Plans.**

Emissions have been reported and recorded in accordance with the published reporting standard for Carbon Reduction Plans and the GHG Reporting Protocol corporate standard and uses the appropriate Government emission conversion factors for greenhouse gas company reporting.

Scope 1 and 2 emissions have been reported in accordance with SECR requirements, and the required subset of Scope 3 emissions have been reported in accordance with the published reporting standard for Carbon Reduction Plans and the Corporate Value Chain (Scope 3) Standard.

This Carbon Reduction Plan has been reviewed and signed off by the board of directors (or equivalent management body).

## **Signed on behalf of WorkL**

Name: Amy Kenton

Signed: 

Date: 21/11/22

